GOVERNMENT OF INDIA
LABOUR AND EMPLOYMENT
LOK SABHA

UNSTARRED QUESTION NO:107
ANSWERED ON:17.07.2017
Women Safety in Night Shifts
Sonker Smt. Neelam

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a)the names of the States, departments or factories in the country where women work in night shifts;
(b)whether the Government has prepared any guidelines to provide security to women working in night shifts;
(c)if so, the details thereof; and
(d)the details of the incidents of misbehaving with women working in night shifts reported/come to the notice of the Government and the action taken by the Government thereon during the last three years, State/UT-wise?

Answer

MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI BANDARU DATTATREYA)
ANSWER

(a): The information pertaining to the States, departments or factories countrywide regarding women workers working in night shift is not maintained with Ministry of Labour & Employment. However, for the factories registered under the Factories Act, 1948, as per the information received from the State Government/UTs by Directorate General of Factory Advice Service & Labour Institutes (DGFASLI) under Ministry of Labour & Employment, the states of Andhra Pradesh, Tamil Nadu, Madhya Pradesh, Punjab, Gujarat, Maharashtra and Himachal Pradesh have allowed the women workers to work in night shifts with the provision of adequate safeguards to the women workers.
Contd..2/-

(b) & (c): The Government of India has not issued any specific guidelines for safety and security of woman employees during night shifts. However, Secretary (Labour & Employment), Government of India has sent a D.O. letter to the Chief Secretaries of all the states/UTs (except the states of A.P., M.P., Punjab, Gujarat, Maharashtra and Kerala) advising them to initiate action for permitting woman workers in the night shift with the provision of adequate safety, security and transportation to the woman workers.
Further, the Government have framed the "Model Shops and Establishment (Regulation of Employment and Conditions of Service) Bill, 2016 and it has been circulated to States/UTs for adopting the same as it is or modifying their existing State Shops and Establishment Act as per their requirement wherein the provision for women to be permitted during night shift if the provisions of shelter, rest room, ladies toilet, adequate protection of their dignity and transportation etc. exists.
(d): The data on details of the incidents of misbehaving with women working in night shifts is not maintained with Ministry of Labour & Employment.

******